



DEPARTMENT OF THE ARMY
UNITED STATES ARMY FINANCIAL MANAGEMENT COMMAND
INDIANAPOLIS IN 46249-3000

AMFM-CG

CPM 600-5
27 January 2023

MEMORANDUM FOR ALL CIVILIANS ASSIGNED/ATTACH TO USAFMCOM AND
APPLICANTS FOR EMPLOYMENT

SUBJECT: Command Policy Memorandum - Equal Employment Opportunity (EEO)

1. References:

a. DoDD 1020.02E, Diversity Management and Equal Opportunity in the DoD, 8 June 2015, Incorporating Change 2, Effective 1 June 2018.

b. AR 690-12, Equal Employment Opportunity and Diversity, 12 December 2019.

c. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

d. 29, C.F.R. Part 1614, 27 November 2017.

e. PL 110-233, Genetic Information Nondiscrimination Act of 2008 (DINA), 21 May 2009.

f. EEOC MD-715, Equal Employment Opportunity, Management Directive 715, 1 October 2003.

2. It is the policy of the U.S. Army Financial Management Command (USAFMCOM) to provide equal employment opportunity for all federal employees, applicants for employment and former employees. All employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training, rewards, benefits, discipline, and terminations are made exclusively based on job-related criteria (i.e., employees' knowledge, skills, abilities, and performance). Equal Employment Opportunity (EEO) principles must govern all aspects of USAFMCOM personnel practices and management initiatives to ensure all employees will have the freedom to compete on a fair and level playing field.

3. All phases of the employment lifecycle must comply with EEO laws and regulations. Acts of unlawful and prohibition of discrimination and harassment based on race, sex (including pregnancy, gender identity and sexual orientation), color, national origin, religion, age (40 or older), disability, genetic information, or reprisal/retaliation for previous protected activity, filing a complaint or participation in the EEO process is unlawful and not tolerated. All allegations of discrimination and harassment will be immediately addressed, and appropriate corrective action taken.

4. All employees must work to ensure an environment where dignity and respect is paramount, and communication is effective. Unacceptable behavior detracts from our ability to execute the Army's mission. Any individual who believes they are being subjected to unlawful discrimination must file an EEO Complaint with their servicing installation EEO office within 45 calendar days

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of the alleged incident or when the individual knew or should have known of the discriminatory or harassing conduct.

5. When complaints arise, supervisors, managers, leaders, and employees should work to resolve them promptly, impartially, nondiscriminatory, and in a constructive manner, without fear of reprisal, starting at the lowest possible level. Employees are encouraged to participate in mediation, the Army's preferred method of Alternate Dispute Resolution (ADR).

6. Supervisors will demonstrate their support for adherence to EEO as part of their mandatory performance standard. Leaders at all levels are expected to share my commitment to fostering a work environment free of discrimination in any form. I am personally committed to making this command a model employer of choice with a diverse, talented and effective workforce. Discrimination is illegal and will not be tolerated in this command.

7. This policy memorandum will be permanently posted on all official bulletin boards and supersedes CPM 600-5 Equal Employment Opportunity, 27 October 2021.

8. USAFMCOM Equal Employment Manager (EEM), Kimberly Wilder, is the point of contact for this policy and can be reached at kimberly.d.wilder.civ@army.mil or (317) 212-4421.

PAIGE M. JENNINGS
COL (P), FC
Commanding